

VIII. LABOR FORCE

CURRENT UNEMPLOYMENT RATE

The State unemployment rate in 2003 was 5.6%. Menominee County's unemployment during that same year was at 10.7%. That is almost double the state figure.

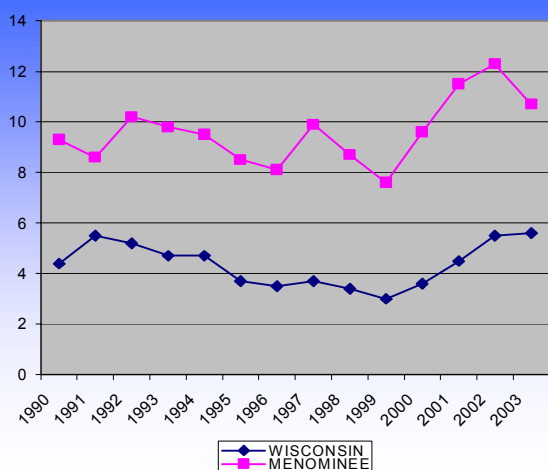
NOTE: The Department of Workforce Development provides figures of unemployment as reflected from the labor force. The figures only take into account those who were working or looking for a job at the time the survey was being conducted. The unemployment number is made up of people who did not have a job, but had not given up on looking.

LABOR FORCE 1990 TO 2003 MENOMINEE RESERVATION/COUNTY

YEAR	LABOR FORCE	EMPLOYED	UNEMPLOYED	RATE
1990	1159	1051	108	9.3
1991	1491	1363	128	8.6
1992	1740	1563	177	10.2
1993	1887	1702	185	9.8
1994	1956	1771	185	9.5
1995	2029	1859	170	8.4
1996	2199	2020	179	8.1
1997	2382	2145	237	9.9
1998	2515	2296	219	8.7
1999	2494	2304	190	7.6
2000	2344	2118	226	9.6
2001	2383	2110	273	11.5
2002	2464	2160	304	12.3
2003	2605	2327	278	10.7

SOURCE: Wis. Dept. of Workforce Development

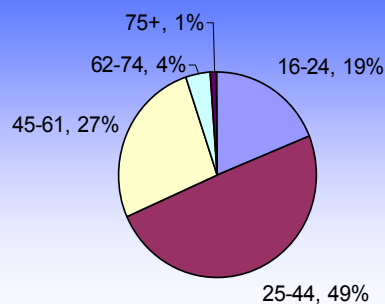
UNEMPLOYMENT RATE



SOURCE: Wis. Dept. of Workforce Development

- The average unemployment rate from 1990 to 2003 on the Menominee Indian Reservation was 9.5%.

AGE OF LABOR FORCE



SOURCE: Wisconsin Dept. of Administration

According to the 2000 Census in 1999, 3,139 residents were 16 years and over. Of that:

- 1,767 residents were considered in the labor force which is 56.3%.
- 1,463 or 82.8% of the labor force were employed.
- 17.2% were unemployed.
- 43.7% were not in the labor force.

Of the 1,489 males that were 16 years and over,

- 829 were in the labor force which is 55.7%.
- 81.8% were employed.
- 18.2% were unemployed.
- 44.3% were not in the labor force

Of the 1,650 females that were 16 years and over,

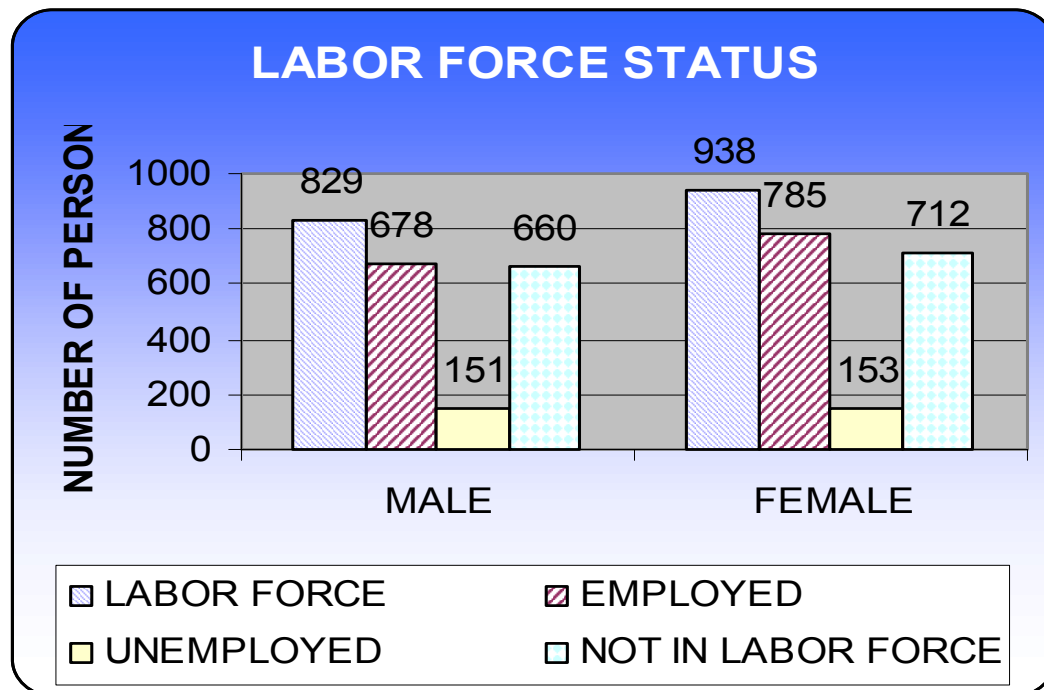
- 938 were in the labor force which is 56.8%.
- 83.7% were employed.
- 16.3% were unemployed.
- 43.2% were not in the labor force.

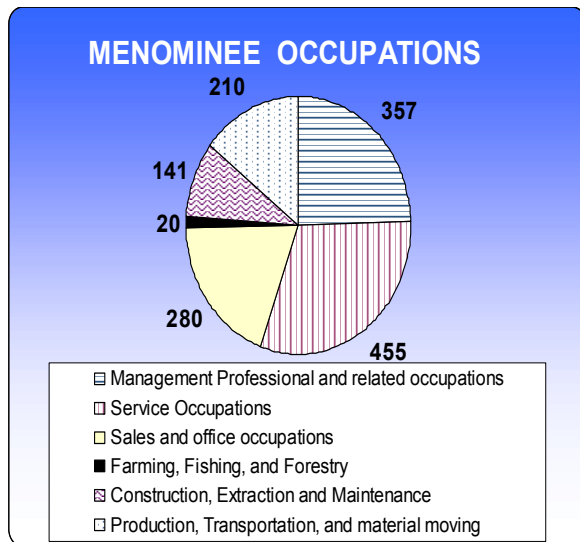
- The State of Wisconsin had a labor force of 2,872,104 in 2000. Of that, 134,311 were unemployed. That is an average of 4.6%, which is substantially lower than the Menominee Reservation/County average of 17.2%.
- There were 492 families with children under the age of six and of that 356 of them all had parents in the labor force.
- American Indians make up 80.4% of the overall labor force within the Reservation/County

OCCUPATION PROJECTION:2010 BAY AREA REGION (Fastest Growth)

Top Ten	Education	Avg. Wage
Computer Support Spec.	Associate degree	\$20.38
Comp. Soft. Engrs. System soft	Bachelors degree	\$23.35
Network systems/Data Comm.	Bachelors degree	\$23.81
Network/Comp.Systems Admin.	Bachelors degree	\$22.13
Comp. Software Engrs Apps	Bachelors degree	\$26.61
Database Administrator	Bachelors degree	\$21.75
Personal & home care aides	1 month training	\$8.44
Medical Assts	On the job training	\$11.51
Medical Records/Health Tech.	Associate Degree	\$11.62
Gaming Services Worker	Vocational training	NA

Source: Wisconsin Department of Workforce Development





SOURCE: 2000 U. S. Census

MENOMINEE COUNTY COMMUTING PATTERNS

	COMMUTE INTO	COMMUTE FROM	NET
BROWN	80	30	50
OUTAGAMIE	5	27	22
OCONTO	12	48	36
SHAWANO	151	601	450
TOTAL	248	706	458

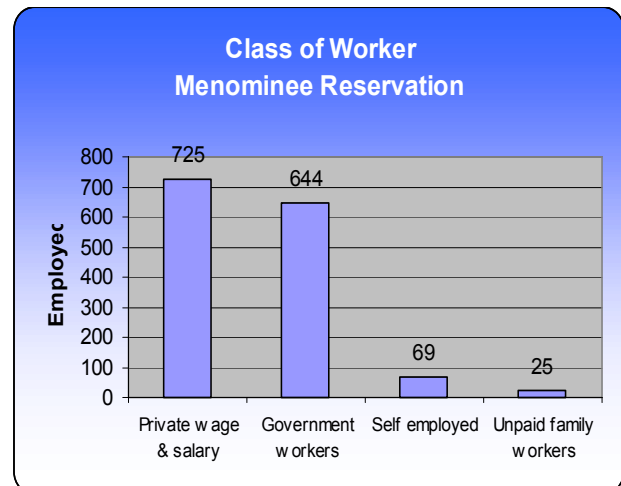
Source: Wisconsin Department of Workforce Development

- Menominee County is considered an importer of workers. 458 more workers commute into the county for employment than leave for employment elsewhere on a regular basis.
- A total of 81 people either ride public transportation or walk to work.

EMPLOYED IN LOCAL INDUSTRY

	Number	%
-Agriculture, forestry, fishing, Hunting and mining	29	2.0
-Construction	112	7.7
-Manufacturing	156	10.6
-Wholesale Trade	17	1.2
-Retail Trade	74	5.1
-Transportation and warehousing And utilities	21	1.4
-Information	11	0.9
-Finance, Insurance, real estate And rental and leasing	23	1.5
-Professional, scientific, management Administrative, and waste management	30	2.1
-Educational, health and social services	343	23.4
-Arts, entertainment, recreation, Accommodation and food service	377	25.7
-Other Services	34	2.3
-Public Administration	236	16.1
Total	1463	

SOURCE: 2000 U. S. Census



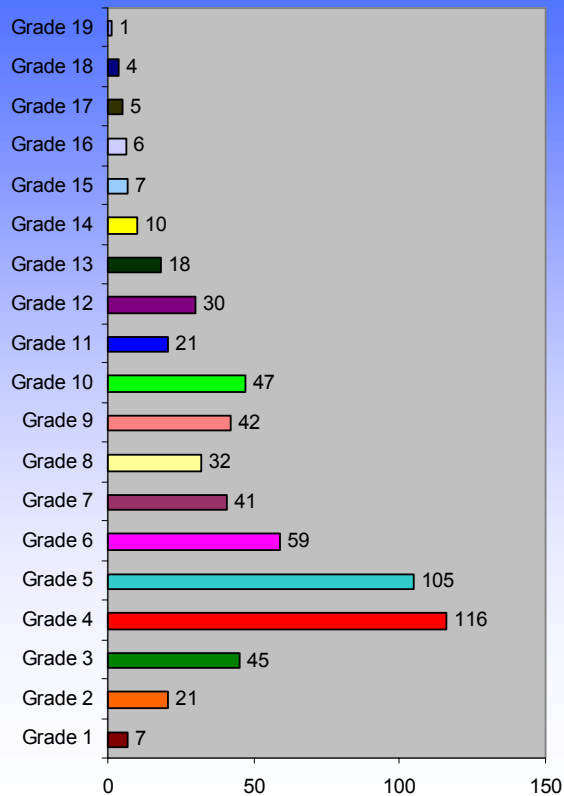
SOURCE: 2000 U. S. Census

TOP 10 EMPLOYERS RESERVATION/COUNTY

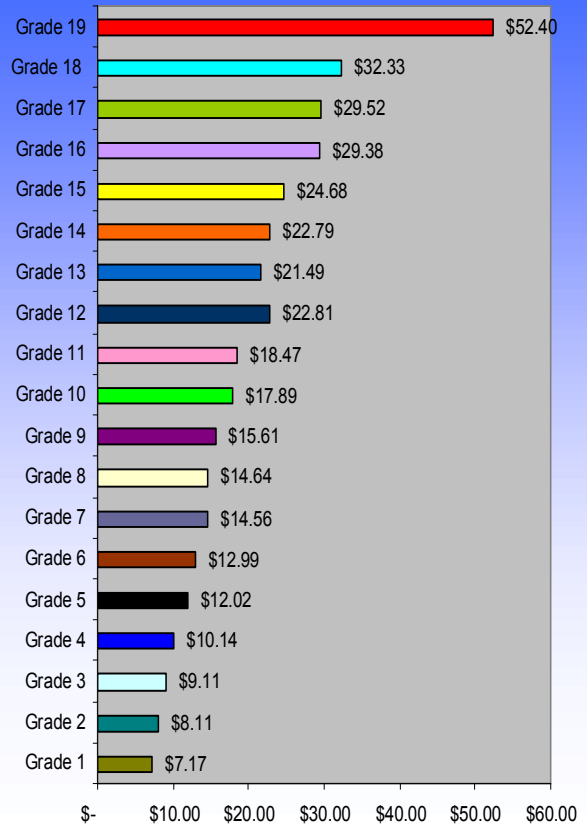
Company	Product or Service	Size
Menominee Indian Tribe	Exec. & Legis. Offices	500-999
Menominee Casino-Hotel	Casino	500-999
Menominee Enterprise	Sawmill	250-499
Menominee Indian School Dist.	Elementary & Secondary	100-249
College of Menominee Nation	American Indian Gov't	100-249
County of Menominee	Exec. & Legis. Offices	100-249
Town of Menominee	Exec. & Legis. Offices	20-49
Delabreau Otto Ltd.	Gasoline & Conv. Store	10-19
Tom Thumb Food Market	Gasoline & Conv. Store	10-19
Kenah Mecem, Inc.	Convenience Store	10-19

Source: Wisconsin Department of Workforce Development

- The Menominee Indian Tribe of Wisconsin (MITW) is a leading employer in Menominee County. On an average the Tribe employs about 650 employees. Some of the services provided by the Tribe include housing, medical, governmental, judicial, law enforcement and social services.
- The Tribes payroll system is based on a Grading system. Each position is assigned a Grade based on the job requirements and skills. The higher the Grade the higher the rate of pay. The Grades go from 1-19. Within the Grades are steps and each employee is assigned a step within the Grade. Employees are allowed to move up steps within their Grade based on job performance and cost of living.

MITW EMPLOYMENT**Number of employees
(Regular Full Time)**

- There are 45 contract employees, 17 fulltime temporary employees, 29 on call employees, 3 part time hourly, 27 part time temporary, and 7 appointed employees (3 prosecutors and 4 judges).

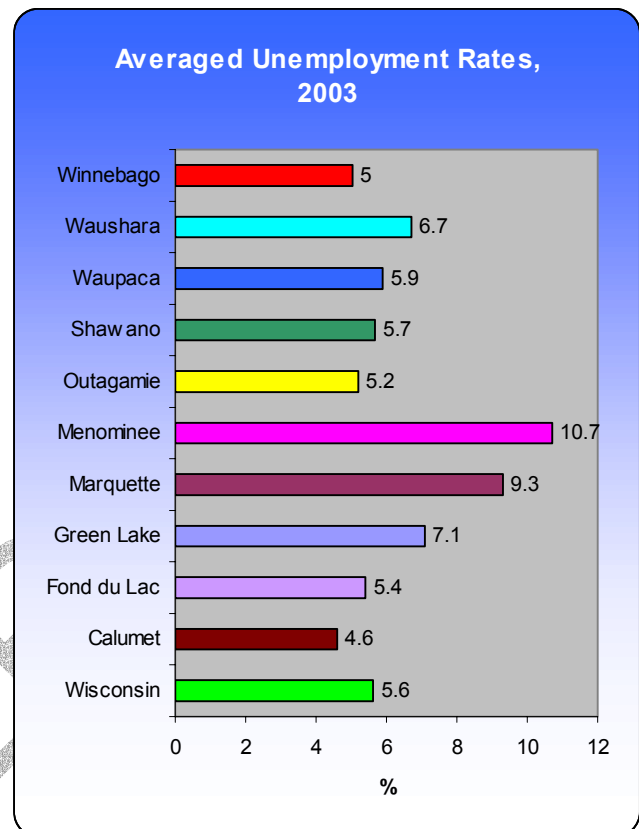
MITW EMPLOYMENT**Average hourly rate of pay per grade**

- The average salary of all of the regular full time employees was \$14.13. This does not take into account contract employees, part time employees, on call or appointed employees.

NATIONAL LABOR FORCE INFORMATION

- According to the 2001 Indian Labor Force Report, the nation's Indian service population of potential labor force was 1,524,025. Which was an increase of 126,094 (8.3%) over the national total in 1999.
- Almost half of the work force in Indian Country remained unemployed, 49 percent in 2001 as compared to 42 percent in 1999.
Source: 2001 BIA Indian Labor force Report
- Of the 403,714 adult Indians who were employed in 2001, 33 percent (133,226) were still living below poverty guidelines established by the Department of Health and Human Services.
Source: 2001 BIA Indian Labor force Report
- The 11 tribes in the State of Wisconsin have a total labor force of 21,471, with 11,191 of them employed. This constitutes 48% of the Tribal labor force as being unemployed.
Source: 2001 BIA Indian Labor force Report
- Within the 11 Tribes, 6,344 work in the private sector and 4,847 work in the public sector.
Source: 2001 BIA Indian Labor force Report
- Of the 11,191 Wisconsin Tribal members employed, 4,996 have incomes below poverty guidelines. That is 45% of the total employed.

EAST CENTRAL WISCONSIN REGION INFORMATION



Source: East Central Regional Planning Commission, CEDS Annual Report

- The unemployment rate for Menominee County increased by 1.9% from 2000 to 2003. The State of Wisconsin as a whole had an increase in unemployment from 2000 to 2003 of 2.0%.
Source: East Central Regional Planning Commission, CEDS Annual Report